29 October 2020

Unit 3 (ESL Instructors) Conciliation

Conciliation happened over the past two days, with Greg Long serving as Conciliator.
Unit 3 Bargaining is down to 2 key issues (with a few minor issues still on the table).

The Unit has great concerns regarding class sizes for Virtual (online) Classes. It is quite evident that Virtual Classes in ESL will continue after the Pandemic ends. The Union is seeking appropriate compensation for members teaching ESL classes larger than manageable. This past summer saw some Instructors with classes far exceeding an acceptable workload.

The second key issue concerns the need to codify Classroom Observations. Currently, the Agreement is silent on Classroom Observations. The union is seeking to codify the frequency of observations and add the caveat that the advance notice must be provided before an observation. The Employer's Team has stated that ESL Services is moving toward a goal of one observation per term (3x per year).

On Day 1, the Union presented a comprehensive response to address the key issues mentioned above and the remaining issues on the table (such as wages and premium pay for teaching night classes).

The Employer decided to prepare a comprehensive document. The Employer's document did not even mention additional compensation for the extra workload **(despite the fact that the Union identified this as a key priority).** The employer provided a LOU on Classroom Observations that addressed frequency, but omitted Advance Notice. In other words, ESL Services Management wants to do **'surprise'** Classroom Observations. It should be noted that ESL Instructors in Goodman (who are also Unit 3 members) are not being observed by Goodman's management.

On Day 2, the Union made it clear that a deal requires compensation for teaching classes that are larger than manageable (a soft cap). The Employer's Chief Negotiator, Danielle McCrindle, indicated that she did not get authorization to negotiate any sort of class cap.

In Solidarity,

Phil Wachel, CUPE 4207 President